



# GOVERNOR CANDIDATE PACK

# INTRODUCTION



**Sue Sturgeon**  
Chair of the Corporation

Activate Learning is committed to energising our communities to generate prosperity and opportunity.

Following our successful mergers with Bracknell and Wokingham College and Guildford College Group in 2019, the past year has been one of transformation as we strived to embed the Activate Learning ways and values on the new colleges we welcomed to our group.

We have been agile in our response to the COVID-19 pandemic and thanks to our investments into digital platforms and virtual learning we've managed to maintain high standards of teaching and learning for students throughout the crisis.

This is important to us as we recognise the role we play helping the people in our communities to better themselves, while also providing our local economies with the high-skilled, capable talent it needs.

As a result of Black Lives Matter, we realise that for too long we've taken the sense of inclusivity and belonging for granted and are working hard with our BAME staff to right any wrongs and grow and foster vibrant communities across our colleges.

Working as part of the Board of Governors at Activate Learning, you will help the organisation as a critical friend that offers advice, insight and oversight of the work we do.

These are exciting times to be stepping into a Governor role within the FE sector. We anticipate people placing more emphasis on up-skilling and retraining as a result of the effects of recent events and we are looking for people who share our sense of purpose to help us to be the driver for social mobility that we have always, and will always, continue to be.

# WHO WE ARE

Activate Learning is a pioneering education group with a global reach. The group comprises secondary, further and higher education, apprenticeship and business training.

We are at the forefront of a critical new phase in the delivery of applied learning. The role and value of technical education, in raising skill levels and driving productivity, is being recognised as never before.

Unprecedented changes in technology, the global economy and education policy require an innovative response. We are redefining the role of learning and the learning professional to develop talented people with the soft and technical skills required to deliver the innovation our country needs.

Our partnerships with industry are establishing clear pathways to employment for every learner, co-created and co-delivered by employers.

Our expertise in technical education is underpinned by an understanding of the elements required for effective learning - our Learning Philosophy.

**Our ambitions are captured in our group vision and mission:**

## Vision



**TO ACHIEVE FAR-REACHING,  
PROGRESSIVE CHANGE AND  
IMPACT THROUGH LEARNING"**

## Mission



**PROVIDING TALENT FOR BUSINESS,  
TRANSFORMING LIVES THROUGH  
OUR LEARNING PHILOSOPHY"**

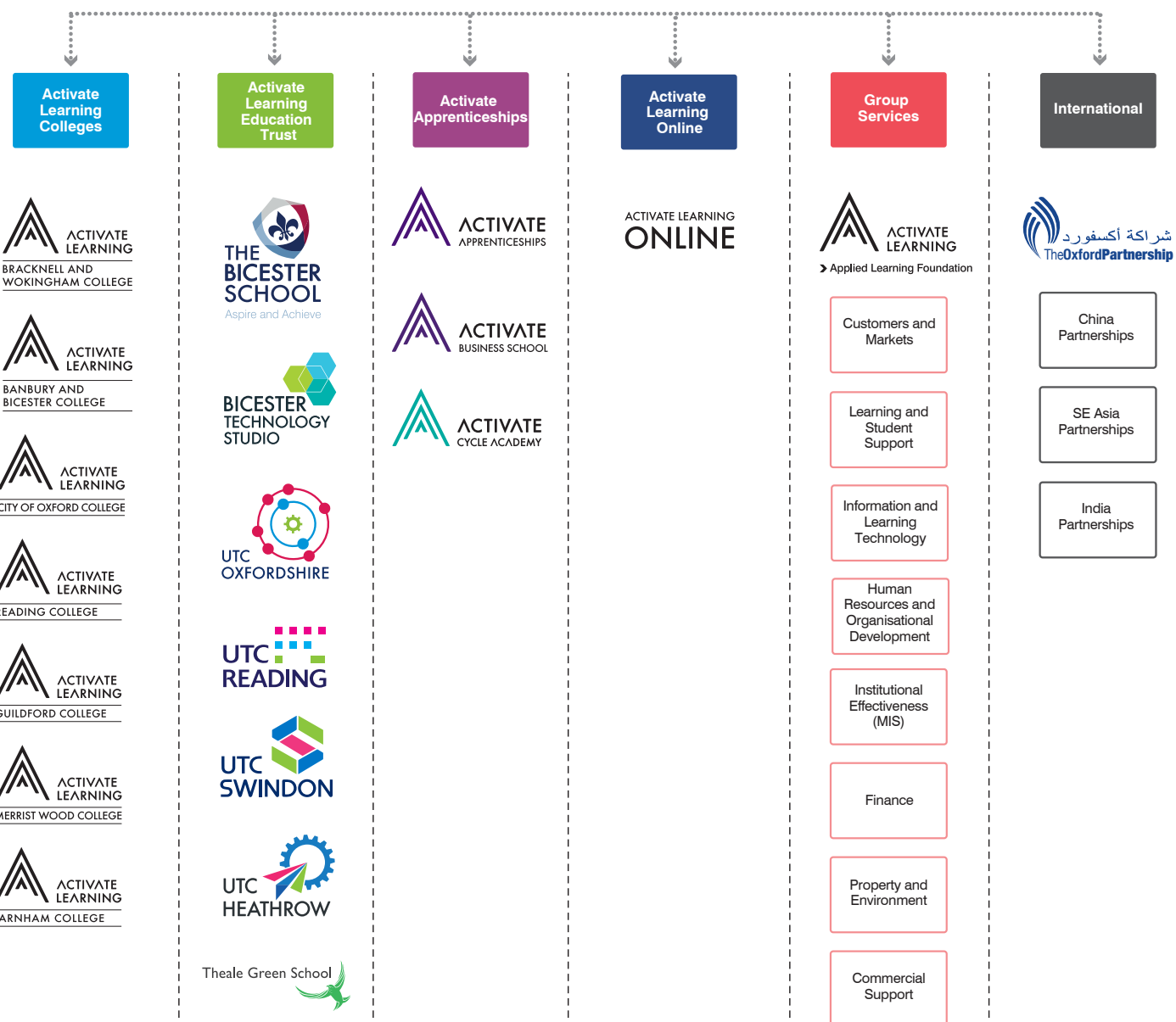
As we enter the next phase of our journey we are building on strong foundations to deliver an unparalleled learning experience, designed to meet learner and industry needs.



# OUR OFFERINGS

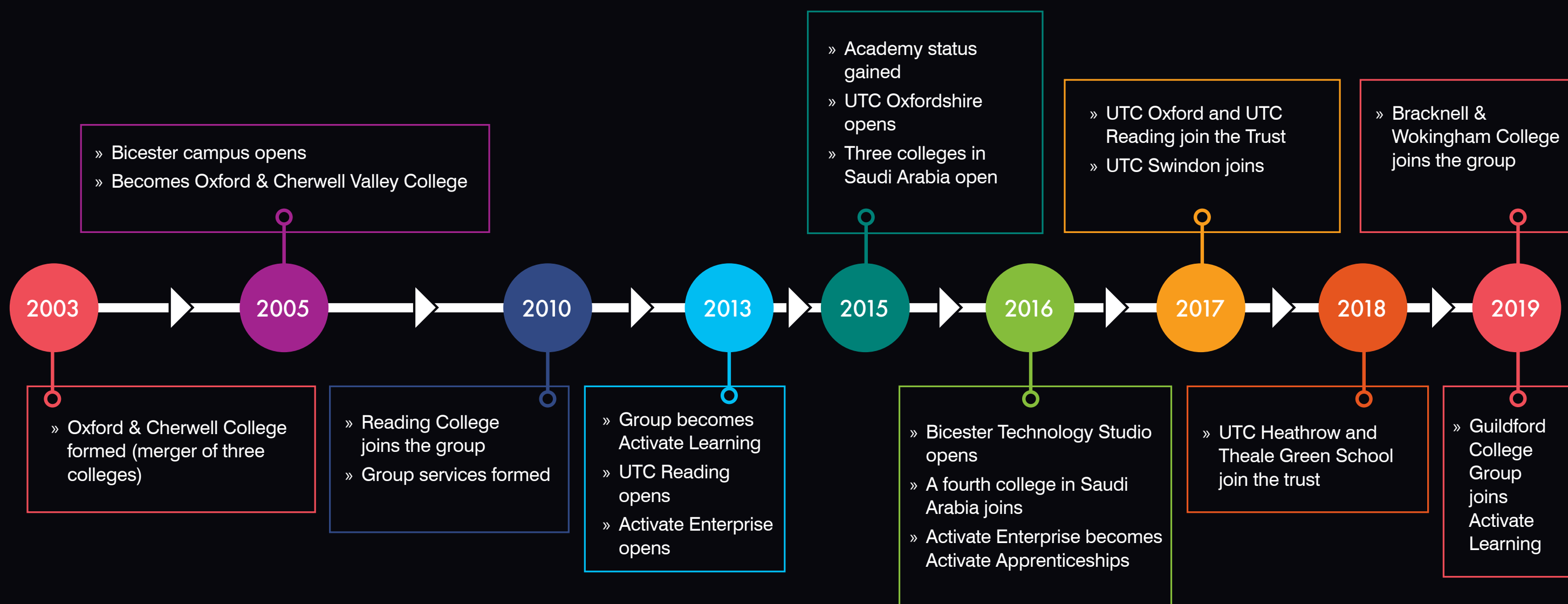


ACTIVATE  
LEARNING



# OUR JOURNEY TO DATE

A SUMMARY OF OUR GROWTH AND DEVELOPMENT





# PROFILES



**Sue Sturgeon**  
Chair of the Corporation

Sue retired from a long career in Local Government in 2017. Her last role was Managing Director of Guildford Borough Council, providing services to 140,000 residents and managing a workforce of nearly 800 employees.

Sue's professional background is accountancy and she held the statutory role of Chief Finance Officer for the last 15 years of her career. She held the role of Head of Paid Service from 2013 until her retirement in 2017. Since the inception of Local Enterprise Partnerships Sue attended the Enterprise M3 board and is passionate about seeing a stronger linkage between business and education providers.

Sue became a governor of the Guildford Colleges in 2015 and in 2019 was appointed a governor of Activate Learning on the merger with Activate Learning. She studied at Guildford College in the late 1970's and believes that Guildford deserves a first class group of

colleges, delivering educational services in modern/fit for purpose buildings and that it becomes the college of first choice for local young people. In July 2020 Sue was appointed Chair of Governors for Activate Learning. Sue is a strong advocate of Activate's Learning Philosophy believing that it will get the best out of learners and empower them to achieve their potential. She is particularly interested in creating opportunities for young people from disadvantaged backgrounds.

Since retiring Sue has become a Director of Surrey Hills Enterprises, is a Director of the Guildford Book Festival and is also on the board of Guildford Philanthropy.



**Sally Dicketts CBE**  
Chief Executive Officer

Sally has held senior posts in both secondary schools and further education for many years and is a tireless campaigner and advocate for the learning and skills sector.

She is a board member of the Education and Training Foundation, chairs the Women's Leadership Network and was the chair of the Employment Committee of the Association of Colleges. She is a member of the Oxfordshire Management Club, All Souls Group and is a leading thinker for the National Education Trust. She sits on the Oxfordshire Local Education Partnership. Sally was awarded a CBE in the Queen's Honours list in July 2013.

Her main area of interest is in how people learn, mindfulness and how to develop more entrepreneurial innovative individuals.

She became Principal at Milton Keynes College in 1996, and in 2003 became the first Principal of Oxford & Cherwell Valley College. In 2013 she became the first Chief Executive of Activate Learning, bringing together in one group, three FE Colleges, three UTCs, two 11-18 secondary schools, a studio school, a training provider delivering apprentices, training and consulting in the workplace, and a specialist engineering training provider.

In her free time, Sally enjoys travel, cycling, Zumba and spending time with her partner and daughter.



**Tracey James**  
Chair of Audit and Risk Committee

Tracey joined Activate Learning in July 2013 and has since become Vice Chair of the Corporation Board and Chair of the Audit and Risk Committee.

She was motivated to join the group as she had benefited massively from the social mobility gained from completing a BEC National Certificate at Redditch College in the 80's whilst an apprentice at Hyrovane Compressors Ltd. This enabled her to progress through to University and a successful career in Finance.

Tracey is a qualified Chartered Accountant and was an Audit Partner at Grant Thornton UKLLP where she spent most of her career until June 2018. She was a member of Grant Thornton's Partner Oversight Board, Audit & Risk Committee and Audit Faculty Board. She specialises in advising fast growth, international

businesses across various sectors with a focus on quoted companies. She is currently Vice Chair and Chair of Audit at Activate. She was previously a member of the ICAEW Audit Regulation Committee and the Audit Committee of South Oxford Housing Association. Tracey spent two years in Industry as Director of Finance for a Medical Supplies company in Canada having previously spent 5 years in Paris. She was appointed to the Board of Places for People Group 1 October 2019. Tracey has a strong sense of social purpose and desire to give back to society having benefited from the education system and social mobility.



**James Dipple**  
Chair of Remuneration Committee

James's current occupation is CEO of MEPC Limited, a Commercial Real Estate asset and development management organisation, which specialises in urban regeneration and science and technology parks and currently has £1bn of assets under its management.

James has 40 years' experience in the property management and development sector and graduated from Reading University with a BSc in Estate Management. He is also a Fellow of the Royal Institute of Chartered Surveyors. Even outside of his professional role, James remains interested in the Real Estate industry, mentoring graduates and progressing the career development of young people.

Since joining Activate Learning in 2014, James has become Chair of the Remuneration Committee and remains keen to help young people transform their lives through good applied education, which reaches across all ability groups. James also believes that he can apply his real estate and business experience to his role as a governor, ensuring that facilities across the sites are fit for purpose.



**Pauline Odulinski**  
Chair of Search and Governance Committee

Having completed a very rewarding and challenging career in FE and HE, Pauline feels privileged to continue her work with people; as Owner and Director of Optima Business Consultancy, she works with a diverse range of people and businesses, undertaking exciting projects, which aim to 'add value' and meet or exceed the expectations of the client.

Pauline has always had a passion for inclusion and diversity, and she enjoys supporting talented people and helping those who may have faced disadvantage or bias. Her work ranges from supporting CEOs in assisting new or aspiring leaders, particularly through mentoring and coaching assignments.

Aside from her role as a Director, Pauline is Chair of a number of boards, including City College Plymouth and Inspire Young People, and is also part of the Women's Leadership Network. At Activate Learning, Pauline acts as Chair

of the Search and Governance Committee, describing her time with the Board as a pleasure, having allowed her to be part of an innovative and forward-thinking group, helping Activate Learning's students to be "their best selves".

Pauline enjoys spending time with her six grandchildren and is embracing moving to Devon, which has allowed her to immerse herself in a vibrant and socially active group of people, providing many new experiences and opportunities.



**John Cope**  
Governor

Originally from the Midlands, John has worked in politics, education, communications, and policy development for the last decade or so and is currently director of strategy, policy, and public affairs at UCAS.

At Activate Learning, John is the link governor for Higher Education, and co-link for Apprenticeships.

Prior to joining UCAS, John was deputy director of the consultancy and polling firm Public First; worked with business leaders across the UK as head of education and skills at the CBI; was

an adviser to three former education ministers; and was a founding director of the Education Policy Institute. Outside of work, John is a governor of a special needs secondary school, deputy national chair of LGBT+ Conservatives, and a trustee of the education charity Achievement for All.



**Julia Von Klonowski**  
Governor

Julia consults as Digital Director to Career Colleges Trust, which assists 14 to 19 year olds in taking the next step to a fulfilling career by equipping them with the skills and experience they need to succeed.

She also consults as the Digital Skills advisor to Amazon Web Services, advising them in how to assist young people to develop the necessary skills for a successful career and designing programmes to achieve this aim. Additionally, Julia is a T Level and Apprenticeship Ambassador working with the DfE on T levels and Industry Placements. She holds various non-executive and advisory roles with other organisations including The Prince's Trust, Comic Relief, City Lit, The Roberts Centre, The Samaritans, London Sport, UK Active, MCC, DVLA, Colleges and Local Government, South African Department of Education and Poland's Ministry of Defence.

She is the Chair of the Trustees for The CyberHub – a joint venture with AWS, the National Crime Agency, National Cyber Security Centre and the Police

to assist with deterring young people from cyber crime, educating the community on ethical behaviour and safety online as well as working to fill the cyber skills gap.

Julia is passionate about providing the best possible opportunities for all young people, and in particular those that come from disadvantaged backgrounds. Her work with Activate Learning has allowed her to further her interest in the Education sector, as well as watching the organisation grow to meet the needs of people and businesses both currently and in the future.

Among her personal interests are mentoring, gardening, theatre & literature, travelling, food, and meeting new people.



**David Goosey**  
Governor

David is a global business leader with extensive experience in the agricultural, automotive, industrial and shipping industries; spanning agrochemicals, coatings and lubricants within ICI, Castrol and BP.

After an early career in front-line sales and marketing in Europe and Canada, David has held senior, global roles in marketing, strategy and transformation and business leadership; doing business across Europe, Asia, the USA and South America.

David has a strong track record of delivering growth in both growth and mature markets across the world. He has led corporate strategy development and implementation globally and also led post-acquisition integration in Canada and Europe as well as global transformation initiatives.

More recently he has hands on experience of leading new start-up businesses as a member of the

Castrol Innovation Growth Board and advisor to three Automotive start-ups. He then became Managing Director of Nexcel; a new business venture within BP, which is developing and marketing unique technology, to improve fleet utilisation and reduce the environmental impact of waste oil and vehicle CO2 emissions.

David has recently been appointed as CEO at Ozoinnovations Ltd; a tech start up delivering sustainable hygiene solutions to the food industry.

In parallel with his business commitments, David has held a number of Non-Executive appointments.





**Dermot Mathias**  
Governor

Dermot spent the majority of his working life with the accounting firm BDO LLP. For most of his time there he headed up the corporate finance group and was one of a small group of partners who drove the strategic direction of the firm.

By the time he retired in 2010 he was the Senior Partner of the UK firm and Chairman of the global practice, BDO International. Since retiring Dermot has been a non-executive director of a number of companies, advised on individual transactions, chaired a dementia support company, sat on a government advisory board and chaired a neighbourhood planning group. He is currently a non-executive director of two listed companies, Shaftesbury PLC and JTC PLC.

Dermot is a strong believer in Activate and greatly impressed by the way it has developed over the last few years. The recent mergers combined with a strong management team and a complete focus on preparing students for work leaves it well positioned to help with the economic recovery now required.

Aside from his roles as both a governor and non-executive director, Dermot enjoys skiing, bridge, travel and spending time with family, particularly his four grandsons.



**Nina Robinson**  
Governor

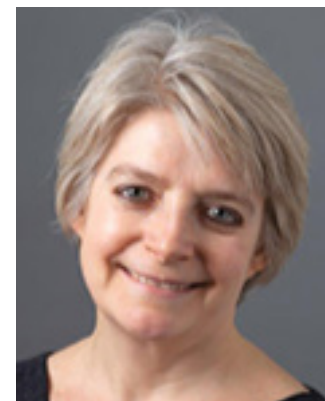
In her previous role as Finance and Commercial Director, Nina was responsible for the financial management and commercial activities of the charity UCISA, as well as its wholly owned subsidiary UCISA Services Ltd.

Nina also oversaw governance and legislative compliance, and was the Data Protection Officer for UCISA. Nina trained as a Chartered Accountant with Ernst & Young, has a degree in Mathematics and Economics, having received a Gold Medal in Economics, and is also a member of the ICAEW.

Nina joined Activate Learning as a governor over five years ago and was enticed by the opportunity to both give and learn, as well as being able to make a difference to an organisation committed to making a positive impact on the local communities. Supporting

the ambitious plans of Activate Learning through the achievement of its objectives also encouraged Nina to become passionate about working with the organisation.

Nina enjoys travel, theatre, opera and gardening, and is currently in the early stages of designing a sensory garden. Professionally, Nina is interested in mentoring SME businesses in professional services and leisure, with the objective of promoting good business practice and prudent financial management.



**Emma Shipp**  
Governor

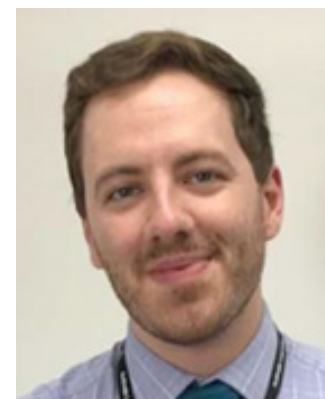
Emma has been a corporate lawyer for nearly 30 years, most recently as head of Business Services at law firm Hewitsons LLP. Upon qualifying in 1990 she joined Sprecher Grier, a small firm in the City, and became the firm's managing partner in 2005 growing it through a series of mergers until in 2015 it became a substantial top 50 law firm with the creation of Shakespeare Martineau.

She subsequently joined Hewitsons to help the firm grow its London office and on fulfilment of that project now assists businesses manage their legal spend.

Emma has always been interested in inclusivity and providing people with the skills to achieve their potential. She has been involved in a number of charities including those that support young people and teach them skills to help break the cycle of long-term unemployment as well as charities dedicated to prisoner rehabilitation. She has been a governor at Activate

Learning for nearly a year and has been impressed by the level of dedication and passion shown at all levels for creating the best environment for students to fulfil their potential. Since joining she has been appointed to the Audit and Risk Committee and as the link governor for student services.

Emma finds walking therapeutic and has walked the ancient Camino de Santiago pilgrim trails through Spain and Portugal which she finds an excellent antidote to the rush and consumerism of working life.



**Ben Sims**  
Staff Governor

Ben represents Activate Learning not only as a Governor, but also in his role as Group Student Support Delivery Manager. Ben's role is to manage the team who support the wellbeing and retention of students, working to remove the barriers to education. A key focus of Ben's work is on critical intervention for those with additional support needs, mental health diagnoses or external circumstances which affect their ability to learn.

Ben started work at Activate Learning's Reading Campus in 2012 and has since received extensive qualifications and training in Safeguarding, Mental Health and a range of other areas which commonly affect young people, helping to support both student and staff awareness. One reason for which Ben enjoys his role is the fact that he feels Activate Learning genuinely cares about making a difference to the lives of so many students, particularly those who have had negative experiences

with education. He also recognises the passion and resilience amongst his colleagues.

Outside of work, Ben likes to socialise and enjoys regular visits to his family in Wales. Also a keen musician, Ben plays the piano most evenings and looks forward to investing in a French horn in order to revisit his time playing in orchestras when he was younger.



**Andy Stone**  
Merger Partner Governor,  
Bracknell and Wokingham  
College

Andy is Managing Director of Drama by Design, a small company providing consultancy on the design of specialist technical systems and acoustics consultancy for theatres, TV and radio studios and AV systems.

Before Drama by Design was created in 2003, Andy ran several of his own businesses with his wife, including a light equipment distribution company and a marketing company.

Outside of his role of Managing Director, as a member of Bracknell Forest Council's Independent Review Panel, Andy works on reviewing Councillor's expenses. He was also a Governor at Bracknell and Wokingham College for seven years, before joining Activate Learning's Corporation Board and becoming a member of the Audit and Risk Committee. Andy has a strong interest in Further Education

and became inspired by the work of Activate Learning whilst working with their Joint Merger Working Group throughout the merger between Activate Learning and Bracknell and Wokingham College.

One of Andy's personal interests is motorsport. He both races and maintains a Caterham race car and is in the process of rebuilding a classic Mini with his son. Andy also spends his free time boating with his wife, walking his dog and cycling, as well as maintaining a keen interest in restoring listed buildings.



**Malcolm Wicks**  
Governor

Malcolm has worked as a consultant in business and marketing strategy since 2001. His main area of expertise is helping companies create, communicate and implement joined up marketing plans that support the organisation's business objectives.

Prior to his consulting work, Malcolm had over 20 years of hands-on marketing and business experience, spanning a wide range of industries and countries, with a focus on what companies and "customers" really care about.

Malcolm has always been a strong supporter of education, ranging from Young Enterprise and Entrepreneurship programmes to being Vice Chairman of ATG Training. After completing a small marketing project at ATG Training, Malcolm joined the Board

as Vice Chairman and also did a spell as interim CEO. He joined Activate Learning as a Governor in July 2016. Malcolm's vision is joined up education, where all stakeholders work together through every stage of a student's education. He believes that Activate Learning is a leader in putting this vision into practice.

Outside of his roles as Governor and Consultant, Malcolm has a keen interest in marketing, pubs that serve good beer, being outdoors, interesting projects and trying new things.



**Meheryar Khan**  
Co-opted Governor

Meheryar is currently a senior manager at Ernst & Young LLP, delivering audit and assurance services to a number of clients, from start-ups to FTSE 350 and global businesses.

Meheryar's experience is significantly technical, particularly in the reporting and auditing areas, as well as dealing with environments subject to high levels of change and helping teams navigate through evolving landscapes. Meheryar has worked with the company for eight years, having started a graduate program with EY, following completion of a BSc in Accounting and Finance. He is also qualified as a Chartered Accountant, receiving his qualification with the ICAEW in 2015.

Meheryar believes that being a governor will provide him with a unique opportunity and insight into the education industry, as well as being part of an organisation who contributes greatly to society. The ability to have an impact on the future of students encouraged Meheryar to become involved with Activate Learning.

Outside of his professional time, Meheryar's interests include both the automotive and aerospace industry, being a regular attendee of car and air shows.



**Jamie Wade**  
Director of Governance

As Clerk to the Corporation, Jamie works with the Governors and Group Executive Team to support the effective governance and strategic leadership of the Activate Learning group, as well as acting as Data Protection Officer for the group.

Having graduated with a BSc in Psychology from Swansea University, Jamie has worked in a variety of roles, including managing a pub and supporting a social enterprise start up. Prior to Activate Learning, she managed HR and Operations in a Multi-Academy Trust, where she gained valuable experience in governance and the education sector.

Jamie enjoys enabling individuals and teams to fulfil their potential and firmly believes in the potential for learning to transform lives; she enjoys working for such an ambitious and values-driven organisation, and meeting and working alongside skilled professionals both in the Corporation and the staff of Activate Learning. In her spare time, Jamie leads a group of young professionals within her local church and enjoys surfing and snowboarding.



# ROLE DESCRIPTION

## BACKGROUND

### ► Activate Learning

Activate Learning is a forward-thinking education group that aims for far-reaching, progressive change and impact through learning. We work with learners as individuals, helping them make the choice of course and career pathway that’s right for them. Our mission is to provide work-ready talent for business, and to transform lives through our Learning Philosophy.

Activate Learning a Further Education Corporation established under the Further and Higher Education Act 1992, and an exempt charity under the Charities Act 2011. Members of the Corporation fulfil the role of governors and trustees.

The Governors are responsible for setting the strategic direction of Activate Learning and ensuring that the organisation is robust and meets the needs of its stakeholders

by holding the senior executive to account for delivery of agreed ends. Each governor brings to the Corporation a mix of knowledge, skills and abilities, which are unique and complement those of other governors, to provide a broad range of expertise.

### ► Personal Conduct and Qualities

Governors are required to demonstrate the highest level of professionalism, integrity and behaviour, as outlined in the Code of Conduct, which includes:

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|--|---|
| <ul style="list-style-type: none"><li>- Demonstrating a strong personal commitment to the values and aims of Activate Learning;</li><li>- Acting fairly and impartially in the interests of the Corporation and its stakeholders, using independent judgement and maintaining confidentiality as appropriate;</li><li>- Observing the Governor Code of Conduct set out in the Framework for Governance and the seven principles of public life;</li><li>- Committing to make themselves available for meetings of the Corporation and relevant</li></ul> | <ul style="list-style-type: none"><li>committees, relevant induction, training and events organised by the Corporation, and other reasonable time requirements of the role;</li><li>- Demonstrating a high degree of personal integrity;</li><li>- Demonstrating the ability to be decisive, to lead and guide others in decision making processes, and to challenge and engage others in debate;</li><li>- Recognising the distinction between governance and management and acting accordingly.</li></ul> |
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Where a Governor is appointed for a particular skill or area of expertise, they are expected to apply their professional knowledge and insight to matters arising at the Corporation.

### ► Accountability

Governors are accountable to the Chair of the Corporation Board, and the Corporation Board are collectively accountable to the various stakeholders of Activate Learning for the quality and relevance of provision, statutory compliance and financial stability of the institution.

### ► Responsibilities

Governors have a responsibility to:

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>- Take joint responsibility, with other members of the Corporation, for setting and monitoring the strategic framework within which Activate Learning operates;</li><li>- Be actively involved in reviewing the strategic direction of Activate Learning in response to internal and external change;</li><li>- Ensure that all resources, including financial, personnel, property and other assets, are effectively deployed and managed;</li><li>- Through regular quality reports, ensure that Activate Learning is setting and achieving targets for high quality provision across all areas of delivery;</li><li>- Through receiving regular financial reports, ensure that Activate Learning is solvent and that finances are well managed, including approving annual estimates of income and expenditure;</li><li>- Through the Remuneration Committee, set frameworks for pay and conditions of service for senior post-holders and the Clerk to the Corporation;</li><li>- Foster good relations between Activate Learning and its community and ensure that Activate Learning’s aims and objectives are understood;</li></ul> | <ul style="list-style-type: none"><li>- Participate in committees or working groups of the Corporation, as agreed with the Chair and in accordance with your own professional knowledge, skills and abilities;</li><li>- Be willing to undertake additional Governor duties as may be required from time to time by mutual consent.;</li><li>- Help to ensure that Activate Learning, in its procedures, policies and actions, complies with the law;</li><li>- Work with other Governors to ensure that Activate Learning has due regard to equal opportunities in its operations;</li><li>- Represent Activate Learning at external meetings, presentations and conferences as requested by the Chair;</li><li>- Play an ambassadorial role on Activate Learning’s behalf.</li></ul> |
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### ► Time Commitment

Governors are expected to attend as many meetings of the Corporation as possible, which meets at least six times per year, usually in the afternoon/evening. Governors are also expected to occasionally attend development events, away days (including the annual Governors' Away Day) and Activate Learning events, by agreement with the Chair of the Committee or the Clerk to the Corporation. Per annum this amounts to a minimum of approximately 10 hours preparation time, 18 hours meeting time, and one 24 hour Away Day (52 hours per annum in total).

Governors are also encouraged to take on additional responsibilities, as members of Committees and Working Groups of the Corporation and as Link Governors. Time commitments for these roles are as follows:

- **Audit & Risk Committee (3 meetings per annum): 9 hours**
- **Remuneration Committee (2 meetings per annum): 4 hours**
- **Search & Governance Committee (3 meetings per annum): 6 hours**
- **Link Governor: 2 – 18 hours per annum (dependent upon role)**

### ► 2020/21 Meeting Dates

Date	Time	Venue
19 October 2020	4:00 – 6:30 pm	Reading College
07 December 2020	4:00 – 6:30pm	City of Oxford Campus
01 February 2021	3:00 – 6:30 pm	Bracknell & Wokingham College
19 April 2021	4:00 – 6:30 pm	Guildford Campus
10 – 11 May 2021	Away Day	TBC
07 June 2021	4:00 – 6:30pm	Banbury College
19 July 2021	4:00 – 6:30pm	Reading College

### ► Expenses and Insurance

All Governors are entitled to claim normal travel and subsistence expenses in line with the Governors Expenses Policy.

The Corporation maintains adequate Liability Insurance to cover members and co-opted governors.

# PERSON SPECIFICATIONS

## Skills

### ► Essential

- **Ability to use independent and objective judgement**
- **Ability to challenge and constructively engage in debate**
- **Ability to maintain discretion and confidentiality**
- **Ability to distinguish between governance and management (strategic and operational)**

## Experience

### ► Essential

- **Experience of operating in a strategic capacity in a large and complex organisation**

### ► Desirable

Proven knowledge and strategic leadership experience in one of the following areas:

- **Digital and technology**
- **HR and culture**
- **Audit and risk**
- **Business**
- **Property and estates**

## Attributes

### ► Essential

- **Personal alignment with and commitment to the values and aims of Activate Learning**
- **High level of integrity**
- **Observance of the seven principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership)**
- **Ability to prioritise and commit to the time requirements of the role**

### ► Desirable

- **Interest in student experience and careers**



# OUR COMMITMENT TO DIVERSITY AND INCLUSION

We welcome applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexuality, gender and socio-economic background.

Activate Learning is deeply committed to inclusive working practices, so during the application process we commit to:

Paying for childcare whilst you are at interviews where these take place in person.


Paying for your travel costs to the office and back for interviews held in person.

Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.

Providing this document in a Word document format readily available to download.

Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.





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### **Group members**

#### Colleges

- Banbury and Bicester College
- Bracknell and Wokingham College
- City of Oxford College
- Farnham College
- Guildford College
- Merrist Wood College
- Reading College
- The Oxford Partnership colleges  
(Saudi Arabia)

#### Schools

- The Bicester School
- Bicester Technology Studio
- Theale Green School
- UTC Heathrow
- UTC Oxfordshire
- UTC Reading
- UTC Swindon

#### Training

- Activate Apprenticeships
  - Activate Business School
- 

### **Activate Learning**

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